

Reference Number: FOI202324//015
From: Private Individual
Date: 11 April 2023
Subject: Details of how the organisation is enabling staff to reduce their emissions through sustainable transport.

- Q1** Over the past five years, broken down by year -
a) how many staff members used the Cycle to Work scheme?
b) what percentage of staff was this?
c) what was the average value of the vouchers claimed on the scheme?
d) what was the number of those who took up the scheme, who then failed to complete, leaving the Council with costs?

A1

	2018-2019	2019-2020	2020-2021	2021-2022	2023-2023
a.	11	14	19	16	Nine
b.	0.67%	0.82%	1.04%	0.84%	0.46%
c.	£748.88	£1111.64	£2008.40	£1929.81	£1130.199
d.	Information exempted under Section 40: Personal data. Providing this information would likely identify individuals involved.	Zero	Zero	Zero	Information exempted under Section 40: Personal data. Providing this information would likely identify individuals involved.

The Trust is unable to respond to all or specific elements of your request where the response would indicate five or less individuals. The Trust is withholding this information under Section 40 (Personal Information) of the Freedom of Information Act (FOIA) 2000 to reduce the risk of any individuals being identified. The Trust is of the view that disclosure of such information would significantly increase the risk of individuals being identified and as such would constitute a breach of their personal data.

The Trust has applied exemption Section 40(2) of the FOIA and is therefore withholding the information as disclosure which may identify an individual would breach their rights under the Data Protection Act 2018. The grounds for application of this exemption include:

- Any data relating to patients or staff is third party data, furthermore health data is classified as sensitive personal data within the Data Protection Act 2018. As such, Section 40 (2) of the FOIA applies along with the Trusts duty of confidentiality. Therefore under s.2 (3) (f) (ii) of the FOIA, there is an absolute

exemption from disclosure on the grounds that it would contravene the First Data Protection Principle.

- The Trust has a duty under the Data Protection Act 2018 and specifically the First Data Protection Principle to ensure personal data regarding staff and patients is processed fairly and lawfully. Disclosure of such data which may identify an individual, either through the data alone or other data in conjunction with that data which may identify an individual would therefore breach this principle.

The Data Protection Act 2018 defines sensitive personal data to include data relating to the “physical or mental health or condition” of a person. Any such information about specific individuals falls within this category and disclosure of such data including statistical data, with any potential likelihood of identification would breach the Data Protection Act 2018.

- Q2 What tools does the organisation use to encourage cycling for their staff -
a) on a work basis
b) on a leisure/health basis
- A2 The Trust subscribe to Cycle scheme, which allows staff to purchase a bicycle through a salary sacrifice scheme, encouraging them to cycle to work.
- Q3 With regards to staff, does the organisation -
a) have any monitoring for what modes of transport staff use -
i) for their journey to work
ii) for journeys during work time
b) and if this data is recorded, I request a copy of such data as detailed as it can be reasonably given, while still protecting personal data rights
- A3 Information not held – the Trust does not routinely collate or hold this information centrally as part of its management or performance data.
- Q4 How many of the following does the organisation have available for staff use
a) pedal cycles
b) electric bikes
c) motorbikes
d) internal combustion cars
e) electric or hybrid cars
f) internal combustion vans
g) electric or hybrid vans
h) heavy trucks
- A4 Zero
- Q5 Does the organisation mileage scheme clearly state the claim rate for cycling
- A5 Yes
- Q6 How many cycling miles have been claimed by the organisation's staff in the past five years

- A6 Information not held – the Trust does not routinely collate or hold this information centrally as part of its management or performance data.
- Q7 Regarding your current cycle to work scheme -
a) what scheme is currently in place
b) what is the maximum limit on the cost of a bike, if a limit is currently in place
- A7 a. Salary Sacrifice Cycle Scheme for tax free cycles -
<https://www.cyclescheme.co.uk/>
b. No limit